
Women's Economic Empowerment and Trend Towards Entrepreneurship: Opportunities and Challenges an Analytical Study of the Reality of Arab Women

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Abstract:

Human resources are the most important resource for supporting development in any society. People are both the means and the end of development. Empowering women through financial independence and harnessing their productive and entrepreneurial potential represents a potential economic opportunity for development. Therefore, this study aimed to identify the reality of economic empowerment for women entrepreneurs, the extent to which Egyptian women's entrepreneurial projects impact their economic empowerment, the most significant obstacles they face, and the opportunities that could broaden their horizons for economic empowerment. Thus, the study focused on women entrepreneurs and their personal capabilities without addressing government policies in this regard. The study employed a descriptive analytical approach, reviewing relevant literature and scholarly articles. A questionnaire was used as the data collection tool, and the sample consisted of a number of women entrepreneurs in the Arab Republic of Egypt. The results of the correlation analysis showed a strong relationship between women's entrepreneurial projects and their economic achievement. Furthermore, the simple regression analysis demonstrated that a one-unit increase in entrepreneurial activities and attributes leads to a significant improvement in their economic empowerment, which positively impacts economic development. Furthermore, the results of the multiple linear regression analysis demonstrated strong statistical significance for the model, and the study confirmed the importance of women's entrepreneurial activities and projects in supporting their path towards economic empowerment. Based on the study's findings, the study recommended the following: Enact laws that protect women's rights in the workplace and achieve gender equality in the economic sphere.

Keywords: projects, women entrepreneurs, entrepreneurial projects, women's economic empowerment, financial independence

1- Introduction

Human beings are both the goal and the means of development. Therefore, the fundamental factor in raising development rates and increasing prosperity in any country depends primarily on human resources in general. Development, as a methodology, includes key elements that must be available: equality by providing equal opportunities for all; productivity, which means the optimal utilization of people's capabilities through investment in human resource development; sustainability, which means

paying attention to future generations; and empowerment, which means enabling people to achieve a level of individual development that provides them with suitable choices (Al-Yousef, 2009: 45).

Women's economic empowerment is a relatively recent but important topic at the international level. This topic has gone through a number of stages to prepare societies to conform to this term and adopt it widely. Women's empowerment and gender equality are among the Millennium Development Goals. Women's economic empowerment means equality between men and women in the relative distribution of administrative, professional and organizational jobs, as well as in earned income and wages (United Nations, 2011). Furthermore, women's economic empowerment is essential for achieving sustainable development, given the reciprocal causal relationship between women's economic empowerment and development (Swain, 2008). According to the 2015 Global Gender Gap Report, which ranked 145 countries based on their ability to close the gender gap in four key areas—economic participation, educational attainment, health and life expectancy, and political participation—the gender gap in women's economic empowerment and opportunities for economic participation worldwide reaches 60% (World Economic Forum 2015). For women's economic empowerment to be achieved, it must be accompanied by job creation. This requires increasing the economic opportunities available to women and developing social attitudes that include creating a flexible work environment that facilitates balancing work and family responsibilities, accepting women's involvement in various fields, and establishing a legislative environment conducive to greater women's participation in economic activity (Malhotra & Schuler, 2002). Entrepreneurship is one of the global trends relied upon for job creation.

1.1. Objectives of the Study

Studying the economic reality of Arab women and its relationship to entrepreneurship.

Identifying the importance of women's economic empowerment in Arab societies.

Studying the impact of entrepreneurship on women's economic empowerment in Arab societies.

1.2 Study Hypotheses

- H.0: There is no statistically significant relationship between entrepreneurship and women's economic empowerment in Arab societies at a significance level of 0.05.

- H.a: There is a statistically significant relationship between entrepreneurship and women's economic empowerment in Arab societies at a significance level of 0.05.

- H.a.1: There is a statistically significant relationship between entrepreneurial proactivity and women's economic empowerment at the 0.05 level.
- H.a.2: There is a statistically significant relationship between entrepreneurial risk-taking and women's economic empowerment at the 0.05 level.
- H.a.3: There is a statistically significant relationship between entrepreneurial creativity and women's economic empowerment at the 0.05 level.
- H.a.4: There is a statistically significant relationship between entrepreneurial innovation and women's economic empowerment at the 0.05 level.

1.3 Literature Review



(Al-Baqmi & Hussein, 2022) study aimed to identify the challenges facing the empowerment of Saudi women working in the private sector. The study concluded that women's community participation has a significant impact on economic and social development; however, this participation faces some obstacles and challenges that must be identified and addressed from a specialist's perspective.

The study by (Oraibi & Ibn Qataf, 2020) aimed to evaluate the contribution of entrepreneurship support institutions to economic empowerment in Algeria, particularly in traditional and craft industries. The study found a positive relationship between the contributions of entrepreneurship support institutions and women's economic empowerment.

The study by (Omar, 2019) aimed to identify the needs that contribute to the economic and social empowerment of Saudi women, as well as to identify the obstacles they face. The study concluded that the needs are represented in several points, including:

- Raising societal awareness of the importance of women's participation in the workforce.
- The importance of providing training programs for women in all sectors.
- The importance of training women in project management and self-employment.
- The necessity for the state to provide the necessary funding to support women's projects.
- Emphasizing the necessity of implementing social security in private institutions. Among the obstacles identified by the study are:
- Restrictions on women's freedom to engage in self-employment.
- Weak economic awareness among women.
- The existence of certain inherited practices that marginalize women's role in economic and social development.

study by (Berglund, 2018) and others addressed the topic of women's entrepreneurship in Sweden, which adopted new policies that changed the status of women in economic activities and work. This led to a change in the objectives of the employment program to unleash women's entrepreneurial potential so they can participate in achieving economic development.

study by (Shamlawi & Saqfalhait, 2016) reviewed gender gap reports in Arab countries from 2006 to 2015. It concluded that Arab countries failed to reduce the gender gap in the economic and political spheres, while they succeeded in the health and education sectors.

a study by (Muawad, 2016), the aim was to determine the impact of using sustainable livelihoods on women's economic empowerment. This study found a positive impact, including the ability to establish small businesses, the ability to participate in economic decisions within the family, and finally, the ability to access diverse financing opportunities.

(Bbattacharya, 2014), a collective analysis of microfinance institutions was conducted to measure the impact of women's empowerment on sustainable development in Bengal and India. The study concluded that empowerment must occur within a community framework and collectively to effectively influence sustainable development.

A study by (Rahman & Sultana, 2012) focused on one of the criteria for empowerment: women's economic empowerment. This study examined the contribution of the Shri Mahlla Griha Udyod Lijjat Papad Association to women's empowerment through its support of small businesses in the Hyderabad region of India. The study concluded that the association did indeed make a positive contribution to women's economic empowerment by supporting their small businesses. - A study by (Abdul-Gawad, 2009) aimed to measure and analyze the role of NGOs in addressing the problems of female

breadwinners using pre- and post-testing. The study concluded that NGO programs employing empowerment strategies had a positive impact on resolving the economic, social, health, and psychological challenges faced by female breadwinners. Therefore, we can say that this study confirmed that professional development and economic empowerment contributed to resolving the social, health, and psychological problems of female breadwinners.

(Malhotra & Schuler, 2002). This study aimed to measure women's empowerment through their community participation using content analysis of previous studies on women's community participation during the period 1983-2002. It developed a framework for the most important areas of women's empowerment and their indicators, which can be used to create a global scale that helps reveal the reality of women's empowerment in various fields. The study indicated that women's economic empowerment requires:

- Increasing the economic opportunities available to women
- Creating a flexible work environment to strengthen their ability to balance family and work responsibilities
- The existence of a legislative environment that promotes greater participation of women in economic activity
- Societal acceptance of women's involvement in all fields

2- Methodology

To study the impact of entrepreneurship on women's economic empowerment in Arab societies, a descriptive-investigative analytical approach was adopted. This involved collecting data related to entrepreneurship and its relationship to women's economic empowerment, and analyzing it both qualitatively and quantitatively.

This study belongs to the category of descriptive-analytical studies because it aims to determine the characteristics of a particular phenomenon or situation as it exists in reality. It is characterized by specificity and relies on collecting, analyzing, and interpreting facts to extract their significance. Through this, it arrives at issuing generalizations about the phenomenon or situation that the researcher is studying (Al-Khawaja, 2011, p. 46).

2.1 Study Design:

This research applied a mixed-methods approach, including the collection of both quantitative and qualitative data through primary data collection via questionnaires. The methodology comprises several elements: the study design, its location, its participants, the study population, and the sample used in this research. The data will be processed using SPSS "Statistical Package for the Social Sciences".

2.2 Setting:

Due to the data was collected through primary data (a questionnaire distributed to the study sample), the data will be analyzed as follows:

- Quantitative data analysis of the beneficiaries' questionnaire forms, using SPSS software for analysis of variance, regression, and t-test.

2.3 Subjects:

This study aims to be applied to a few female entrepreneurs who own small entrepreneurial projects in Egypt society.

- Inclusion Criteria: Participants must be women, own small entrepreneurial projects, and reside in Egypt during the study period.
- Exclusion Criteria: Participants who are not part of the study period, are not women, and are not residents of Egypt are excluded.

2.4 Study community and sample:

2.4.1 Study Community

The study community comprises all individuals within the phenomenon being investigated, including those directly involved in the study. The current study population comprises women entrepreneurs who have launched entrepreneurial projects and have benefited from funding from a Egyptian institution that supports entrepreneurial ventures.

2.4.2 Study Sample

Study Sample: A simple random sample of female entrepreneurs with entrepreneurial projects who benefited from one of the entrepreneurial project funding programs in the Egypt was selected. The sample consisted of (200) women, and after field application, the sample yielded (185) valid questionnaires.

3. Data Collection Tools:

This study relied on the field survey method, where data was collected by distributing an electronic questionnaire to a few women who own entrepreneurial projects in Egypt.

3.1 An Online Questionnaire

The research instrument was developed to determine the impact of entrepreneurship on women's economic empowerment. This was achieved through several steps:

- Consulting international reports and United Nations publications related to women's empowerment.
- Reviewing previous literature and studies on women's empowerment and entrepreneurship.
- Identifying the main themes of the questionnaire.
- Defining the items for each theme.
- Designing the questionnaire in its initial form.
- Presenting the questionnaire to a few specialized university professors to gather their opinions on the questionnaire's themes and questions in terms of their clarity, comprehensiveness, suitability to the study population, and language. They provided their feedback and suggestions, and some items were modified accordingly.
- Agreeing on the questionnaire's statements, topics, and final format.
- Distributing the questionnaire.
- Collecting and analyzing the responses. The questionnaire was designed on a five-point Likert scale, ranging from strongly agreeing to strongly disagreeing, with the statements included. The questionnaire is divided into three main sections. The first section addresses social and demographic characteristics. The second section covers entrepreneurship in terms of entrepreneurial proactivity, entrepreneurial risk, entrepreneurial creativity, and finally, entrepreneurial innovation. The third section of the survey addresses its impact on women's economic empowerment in terms of increasing their financial independence, creating job opportunities for themselves and others, and enhancing their contribution to economic development.

3.2. Validity and Reliability:

3.2.1. Validity of Measuring Instrument

The field study was conducted on a sample of 180 women entrepreneurs in Greater Cairo, Egypt. The questionnaire was distributed electronically, and the data were processed using the SPSS statistical software to achieve the study objectives.

To verify the validity of the questionnaire content, it was presented to six university professors specializing in economics and administrative sciences for their feedback on each statement. It was agreed that the minimum level of agreement should be 80%. The evaluation was based on several elements, including: the clarity of the research questions; the comprehensiveness of the questions in relation to all aspects and indicators of the study; their suitability to the study population; and the accuracy of their language and terminology. The professors offered their suggestions and modifications, and accordingly, some statements were amended, while others were added to the second and third sections. The academic evaluators agreed on all the statements designed to measure the impact of entrepreneurship on women's economic empowerment through the study's indicators.

3.2.2. Reliability of Measuring Instrument

In this study, the researcher used Spearman's correlation coefficient to calculate the reliability of the questionnaire by re-administering it to a sample of 15 individuals. The analysis showed that the reliability was significant at a significance level of less than 0.01, with a high degree of reliability of approximately 0.92.

Cronbach's alpha coefficient was also used to verify the accuracy and reliability of the measurement instrument, as shown in Table (1).

Table (1): The Reliability of Research Indicators

Variables	Cronbach's alpha coefficient
Entrepreneurship (X)	0.82
women's economic empowerment. (Y)	0.86
All Variables	0.88

Source: Statistical analysis data for the sample using SPSS statistical program.

To determine the reliability coefficient, Cronbach's alpha was found to be 0.88 for all questionnaire items. This value indicates internal consistency, which is high. This confirms the reliability and validity of the questionnaire in measuring the impact of entrepreneurship on women's economic empowerment. Furthermore, the value of each dimension ranged between 0.82 and 0.86 for all items across all

To assess the validity of the questionnaire, internal consistency was calculated using Pearson's correlation coefficient, which measures the correlation between the items and the axis. The test revealed a statistically significant correlation between all statements and the overall axis and dimension to which they belong, at a statistical significance level of less than 0.01. This indicates that the statements are correct in what they were designed to measure.

Table (2) shows the internal consistency validity analysis of the correlation of the dimension with the total questionnaire score using Pearson's correlation coefficient

Table (2) Pearson's correlation coefficient

Variables	Pearson's correlation	Sign.
Entrepreneurship	0.87	0.01
Women's Economic Empowerment	0.83	0.01

Source: Statistical analysis data for the sample using SPSS statistical program.

The table above illustrates the estimation of correlation coefficients using Pearson's correlation coefficient for the correlation of the axes' scores with the total questionnaire score. All scores were statistically acceptable at a significance level of 0.01 for both axes, and a high correlation indicates strong consistency between the axes and the questionnaire. This means that the axes measure what the questionnaire measures, and therefore, the study's results can be trusted.

4. Results:

The results of this study are based on the analysis of the questionnaire results.

4.1. Study Variable

The study variables consist of: the independent variable, which is entrepreneurship and includes four indicators: entrepreneurial initiative, entrepreneurial risk-taking, entrepreneurial innovation, and entrepreneurial creativity; and the dependent variable, which is women's economic empowerment and includes the indicators: increasing their financial independence, creating job opportunities for themselves and others, and enhancing their contribution to economic development

4.2. Surveys

This section details the analysis of the basic data for the sample members. It shows in table (3)

Table (3) Demographic characteristics of the study sample

Age		
Age	Frequency	Percentage %
Less than 25	10	5,4
25 - 34	60	32,4
35 – 45	75	40,5
More than	40	21,6
Total	185	100
Educational Level		
Educational Level	Frequency	Percentage %
Secondary Education	20	10,8
University	140	75,7
Postgraduate	25	13,5
Marital Status		

Marital Status	Frequency	Percentage %
Single	72	38,9
Married	62	33,5
Divorced	46	24,9
Widowed	5	2,7
Years of Experience		
Experience	Frequency	Percentage %
Less than 5 years	62	33,5
5 – 10	87	47
More than 5 years	36	19,5

Source: Statistical analysis data for the sample using SPSS statistical program.

Table (3) shows that most participants are between 35 and 45 years old, while the 25-45 age group represents most of the sample at 32,4%.

Regarding educational level, the results in the table show that university graduates constitute 75,7% of the total sample, representing the vast majority.

In terms of marital status, a large percentage of the sample are single or married, with percentages of 38.9% and 33.5%, respectively. As for years of experience in managing their entrepreneurial projects, most of the sample (47%) falls within the 5-10 years' experience category.

This indicates that most of the sample are classified as young people with moderate experience, and most of them own small entrepreneurial projects. These results can be summarized as follows: The sample exhibits dominant characteristics, including being entirely female, belonging to the youth category, having a significant proportion of small entrepreneurial projects, and possessing a university education.

4.2.1. relationship between the independent and the dependent variables

In this section, we explain the relationship between the independent variables (entrepreneurship) and the dependent variables (economic empowerment).

Table (4) Pearson Correlation

Pearson Correlation										** Sig.
	Entrepreneurship	Initiative	Risk-taking	Innovation	Creativity	Economic Empowerment	Financial independence	Job creation	Economic development	
Entrepreneurship	1.000	-	-	-	-	0.883	0.864	0.759	0.681	0.000
Initiative	--	1.000	-	-	-	0.694	0.877	0.756	0.594	0.001
Risk-taking	-	-	1.000	-	-	0.599	0.632	0.666	0.611	0.001
Innovation	-	-	-	1.000	-	0.732	0.587	0.843	0.513	0.001
Creativity	-	-	-	-	1.000	0.766	0.821	0.822	0.654	0.001
Economic Empowerment	0.883	.694	.599	0.732	.766	1.000	--	--	--	0.001
Financial independence	0.864	0.877	0.632	0.587	.821	--	1.000	--	--	0.001

Job creation	0.759	.756	.666	0.843	.822	--	--	1.000	--	0.001
Economic development	0.681	0.594	0.611	0.513	0.654	--	--	--	1.000	0.001

** Correlation is significant at the 0.01 level (2-tailed)

Source: Statistical analysis data for the sample using SPSS statistical program.

Table (4) shows the correlation matrix between the study variables. The correlation coefficient between entrepreneurship and economic empowerment was 0.883, with a significance level of 0.001.

Meanwhile, the correlation coefficient between women's economic empowerment and entrepreneurial initiative (representing entrepreneurial risk) was approximately 0.599, with a significance level of 0.01. The correlation coefficient between economic empowerment and entrepreneurial innovation was 0.732, with a significance level of 0.001, and the correlation coefficient between economic empowerment and entrepreneurial creativity was 0.766.

These results indicate that all the relationships studied by the model are statistically significant positive relationships. As is evident from the data in Table (5): - The relationship between the study variables is significant at a significance level of less than 0.01. This means that the greater the entrepreneurial initiative, the greater the degree of women's economic empowerment, by 69%, according to the opinions of the study sample. - Regarding entrepreneurial risk, the relationship between the study variables is statistically significant at a significance level of less than 0.01. This means that the higher the entrepreneurial risk, the greater the degree of women's economic empowerment, by 59%, according to the opinions of the study sample.

- The relationship between entrepreneurial innovation and women's economic empowerment is also positive and strong. The higher the degree of innovation, the greater the degree of women's economic empowerment, by 73%. Similarly, the relationship between entrepreneurial creativity and women's economic empowerment is positive; the higher the degree of creativity, the greater the degree of women's economic empowerment, by 77%, at a significance level of 0.001.

A one-way ANOVA test was conducted to determine whether there were statistically significant differences in the mechanisms of the economic dimension of sustainable development in the sample under study, according to the digital transformation variables in the Kingdom of Saudi Arabia. Table No. (5) shows the results of the test and the statistical significance.

Table (4) ANOVA Test

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	324.418	704	0.461	6.436	0.000
Within Groups	25.563	357	0.072	2.821	0.000
Total	349.981	1062			

Source: Statistical analysis data for the sample using SPSS statistical program

Table 5 presents the results of the analysis of variance (ANOVA) for the simple linear regression test to illustrate the relationship between entrepreneurial projects and women's economic empowerment. The significance value is 0.000, which is less than 0.05, indicating that the independent variable has a significant effect on the dependent variable

Multiple Linear Regression Analysis

study applied multiple linear regression analysis to test its hypotheses regarding the relationship between the independent variable (entrepreneurship), measured by four indicators—entrepreneurial initiative and risk-taking, innovation, and entrepreneurial creativity—and the dependent variable (women's economic empowerment), measured by three indicators—increased financial independence, job creation for women and others, and enhanced contribution to economic development. The results showed that the model did not exclude any of the variables and that the variables followed a normal trajectory.

Table (6) shows the results of the multiple regression test

Table (6) Multiple Regression Test

Dependent Variable	Independent Variable	R	R ²	Adjusted R ²	F	Sig.	B	T	VIF
women's economic empowerment	initiative	0.695	0.481	0.483	93.98	0.001	0.712	0.002	1.811
	risk-takin						0.663	0.001	2.238
	innovation						0.672	0.000	1.893
	entrepreneurial creativity						0.712	0.000	1.762

Source: Statistical analysis data for the sample using SPSS statistical program.

The results of the multiple linear regression model clearly show a strong, positive, and statistically significant correlation between women's entrepreneurial projects and women's economic empowerment. The correlation coefficient between the explanatory variables (entrepreneurial initiative, risk-taking, and innovation and creativity) and the dependent variable (women's economic empowerment) is 70% (R = 0.695), with a coefficient of determination of 0.481. This result means that the independent variables explain approximately 48% of the variation in the dependent variable. Furthermore, the degrees of freedom showed (F-value and t-value, Sig. = 0.001) with a confidence level of approximately 96%, indicating a statistically significant effect between the application of women's entrepreneurship indicators and the achievement of their economic empowerment.

4.2.2. Opportunities and challenges

The following is a presentation of the most important opportunities and obstacles facing women in achieving their goal of economic empowerment.

Table 7 illustrates some of the opportunities and challenges women face in achieving their goal of economic empowerment, as follows:

Table (7) Opportunities and Challenges

Opportunities	%	Challenges	%
A global trend towards enhancing women's economic empowerment	3%	Weak societal awareness of the importance of women's economic participation	21%
The presence of numerous international organizations supporting women's entrepreneurial projects	5%	Fear of failure in establishing their own businesses	18%

The growing support for women's participation in economic activity in the Arab region	27%	Women's lack of awareness of the importance of their role in achieving economic development	10%
State encouragement of entrepreneurial projects without discrimination	9%	Fear of being unable to balance work and family life	19%
Government initiatives to support entrepreneurship	12%	Weak participation of women in economic activity	5%
Increased awareness among women regarding their financial rights	44%	Discrimination in the labor market and wage discrimination	27%

According to the opinions of the study sample,

- the available opportunities for women's empowerment can be ranked as follows:
 - Increased awareness among women regarding their financial rights
 - The growing support for women's participation in economic activity in the Arab region
 - Government initiatives to support entrepreneurship
 - State encouragement of entrepreneurial projects without discrimination
 - The presence of numerous international organizations supporting women's entrepreneurial projects
 - A global trend towards enhancing women's economic empowerment
- The ranking of the most significant obstacles was as follows: As follows
 - Discrimination in the labor market and wage discrimination.
 - Weak societal awareness of the importance of women's economic participation.
 - Fear of being unable to balance work and family life.
 - Fear of failure in establishing their own projects.
 - Women's lack of awareness of the importance of their role in achieving economic development.
 - Weak participation of women in economic activity.

5- Discussion:

The study results clearly demonstrate a relationship between women's entrepreneurial projects and their economic empowerment. More specifically, the results show a positive correlation between increased economic empowerment of women and the presence and support of entrepreneurial projects.

Table (6) demonstrates the significance of the model, as the correlation coefficient between the explanatory variables (entrepreneurial initiative, risk-taking, and innovation/creativity) and the dependent variable (women's economic empowerment) is 70% ($R = 0.695$), with a coefficient of determination of 0.481. This result indicates that the independent variables explain approximately 48% of the variation in the dependent variable. Furthermore, the degrees of freedom showed (F-value and t-value, Sig. = 0.001) with a confidence level of approximately 96%, indicating a statistically significant effect between the application of women's entrepreneurship indicators and the achievement of their economic empowerment. Consequently, this confirms the first hypothesis of the study.

The regression coefficient of the dependent variable (economic empowerment) on the independent or explanatory variable (entrepreneurial initiative) at $B1 = 0.712$, indicating a positive sign at a significance level of less than 0.01. This result indicates a strong, statistically significant positive relationship between the implementation of the entrepreneurial initiative and the achievement of women's economic empowerment, thus confirming the second hypothesis of the study.

- The regression coefficient of the dependent variable (women's economic empowerment) on the independent or explanatory variable (entrepreneurial risk) at $B1 = 0.663$, with a positive sign at a significance level of less than 0.01. This result also indicates a strong, statistically significant positive relationship between the implementation of entrepreneurial risk and the achievement of women's economic empowerment, thus confirming the third hypothesis of the study.
- The regression coefficient of the dependent variable (women's economic empowerment) on the independent or explanatory variable (innovation) at $B1 = 0.672$, with a positive sign at a significance level of less than 0.01. This result indicates a strong, statistically significant positive relationship between the implementation of innovation and the achievement of women's economic empowerment, thus confirming the fourth hypothesis of the study.
- The regression coefficient of the dependent variable (women's economic empowerment) on the independent or explanatory variable (entrepreneurial creativity) at $B1 = 0.712$, with a positive sign at a significance level of less than 0.01. This result indicates a strong, statistically significant, positive relationship between the application of entrepreneurial creativity and the achievement of women's economic empowerment, which confirms the fourth hypothesis of the study.

- As shown in Table (5), the coefficient of variance inflation for all variables is less than 3, indicating the absence of multicollinearity among the variables.

study results demonstrated a strong, positive, and statistically significant correlation between entrepreneurship and women's economic empowerment.

Therefore, the null hypothesis is rejected,

- H.0: There is no statistically significant relationship between entrepreneurship and women's economic empowerment in Arab societies at a significance level of 0.05.

and the affirmative hypothesis and its sub-hypotheses are accepted,

- H.a: There is a statistically significant relationship between entrepreneurship and women's economic empowerment in Arab societies at a significance level of 0.05.

- H.a1: There is a statistically significant relationship between entrepreneurial proactivity and women's economic empowerment at the 0.05 level.
- H.a2: There is a statistically significant relationship between entrepreneurial risk-taking and women's economic empowerment at the 0.05 level.
- H.a3: There is a statistically significant relationship between entrepreneurial creativity and women's economic empowerment at the 0.05 level.
- H.a4: There is a statistically significant relationship between entrepreneurial innovation and women's economic.

given the statistically significant positive relationship between entrepreneurship and women's economic empowerment

6- Recommendations

Considering the study's findings, a set of recommendations can be drawn, divided into recommendations for policymakers and recommendations for women with entrepreneurial mindset

• **Recommendations for policymakers:**

- Enact laws that protect women's rights in the workplace and achieve gender equality in the economic sphere.
- Reduce the gender gap in the business world and promote gender parity through a package of supportive policies.
- Provide a supportive environment for developing their skills and their participation in entrepreneurial ventures.
- Develop specialized training programs that address the gender gap in the labor market through collaboration with universities and vocational training centers.
- Develop a government support system through grants and exemptions linked to performance and tangible results.
- Place women on the investment and support map and facilitate financing procedures, not in a way that favors them (which would be discriminatory against men), but rather by providing them with equal access to funding that promotes their economic integration.
- Raise societal awareness of women's economic role through effective media campaigns.
- Establishing a fund dedicated to supporting and financing projects managed by pioneering women in business.

• **Recommendations for Women Entrepreneurs:**

- Be patient, persistent, and hardworking to achieve their entrepreneurial goals.
- Establish networks and cooperative groups to exchange experiences and provide mutual support.
- Continue education and training to acquire the necessary skills for effective and successful business management.
- Boost their self-confidence through careful planning before starting the project. - Diversify funding sources for their projects and ensure their sustainability.

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